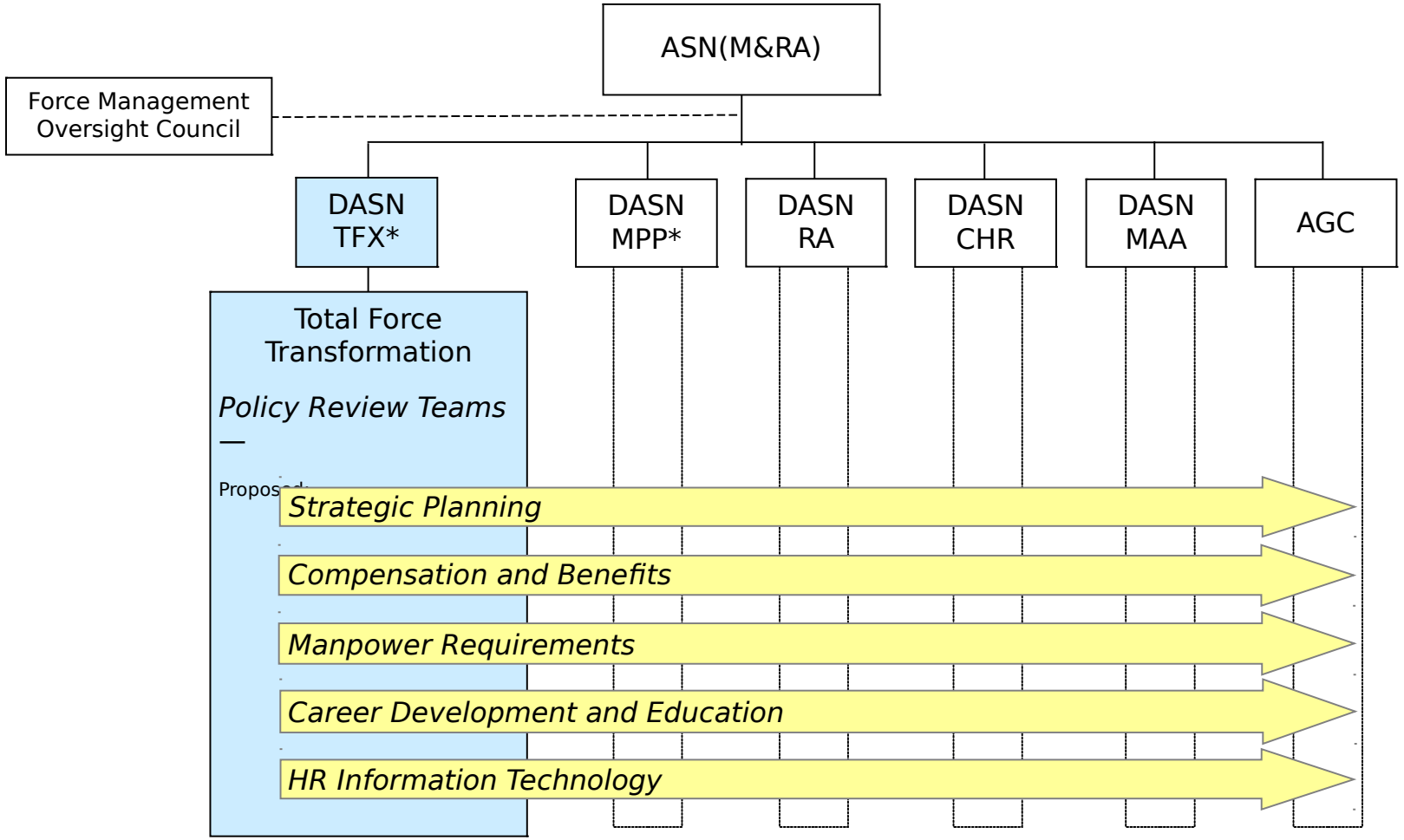
ASN(M&RA) Transformation Organization

Total Force Manpower-Personnel Management



* Currently dual-hatted responsibilities

Total Force Transformation Office

Functions—

- *Total Force Policy: Modernize across "stovepipes"*
- *Policy Development: Legislation, regulations, instructions, etc.*
- *Policy Deployment: Strategic communications, external relations, etc.*
- *Force Management Oversight Council (FMOC): Coordination and support for FMOC, Deputies Planning Roundtable (DPR), and policy review teams*

Total Force Transformation Office (TFX)—

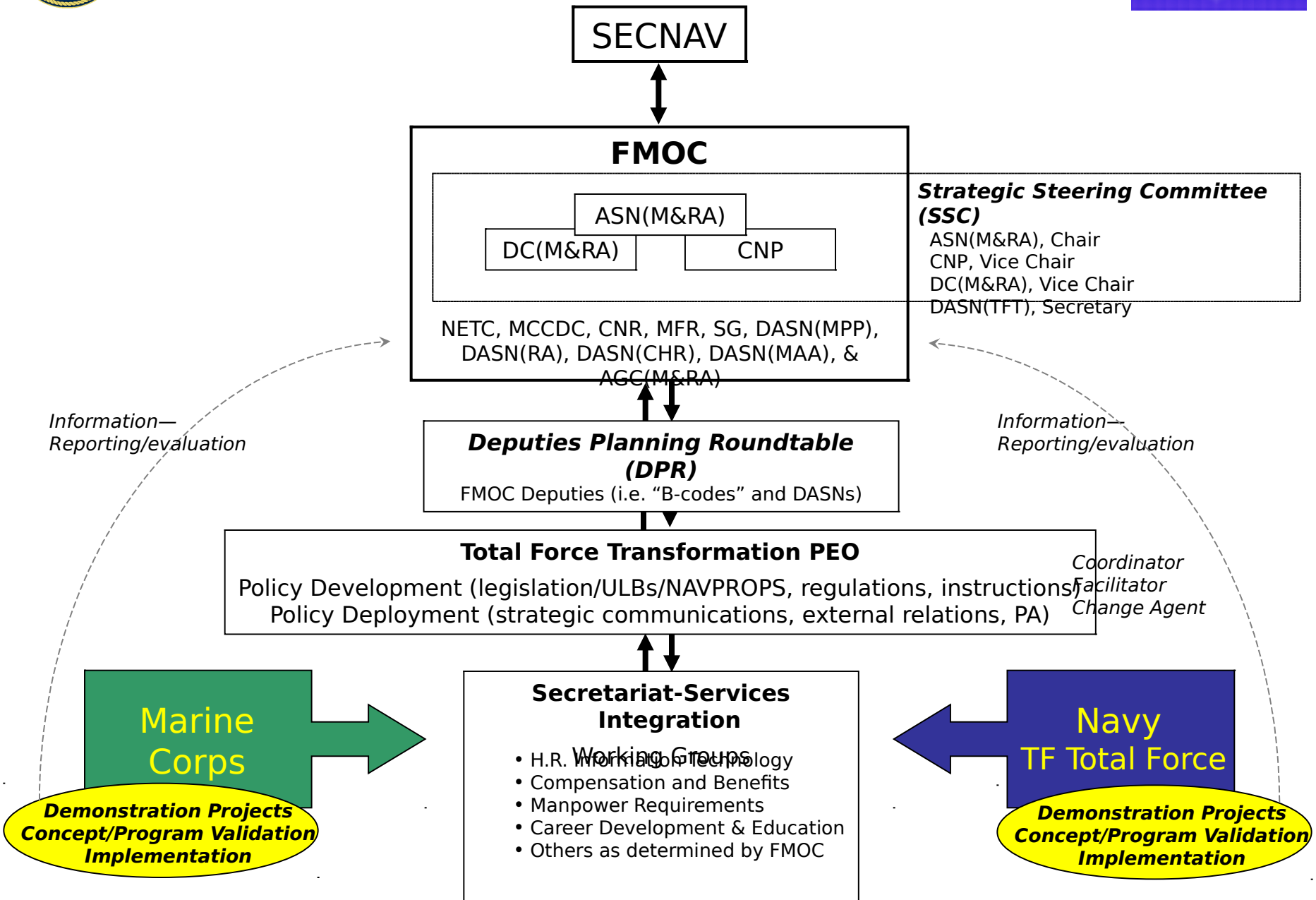
Initial Core Team

- *Five members – mix of civilian and military*
- *Contractor support*

Policy Review Teams and Policy Development

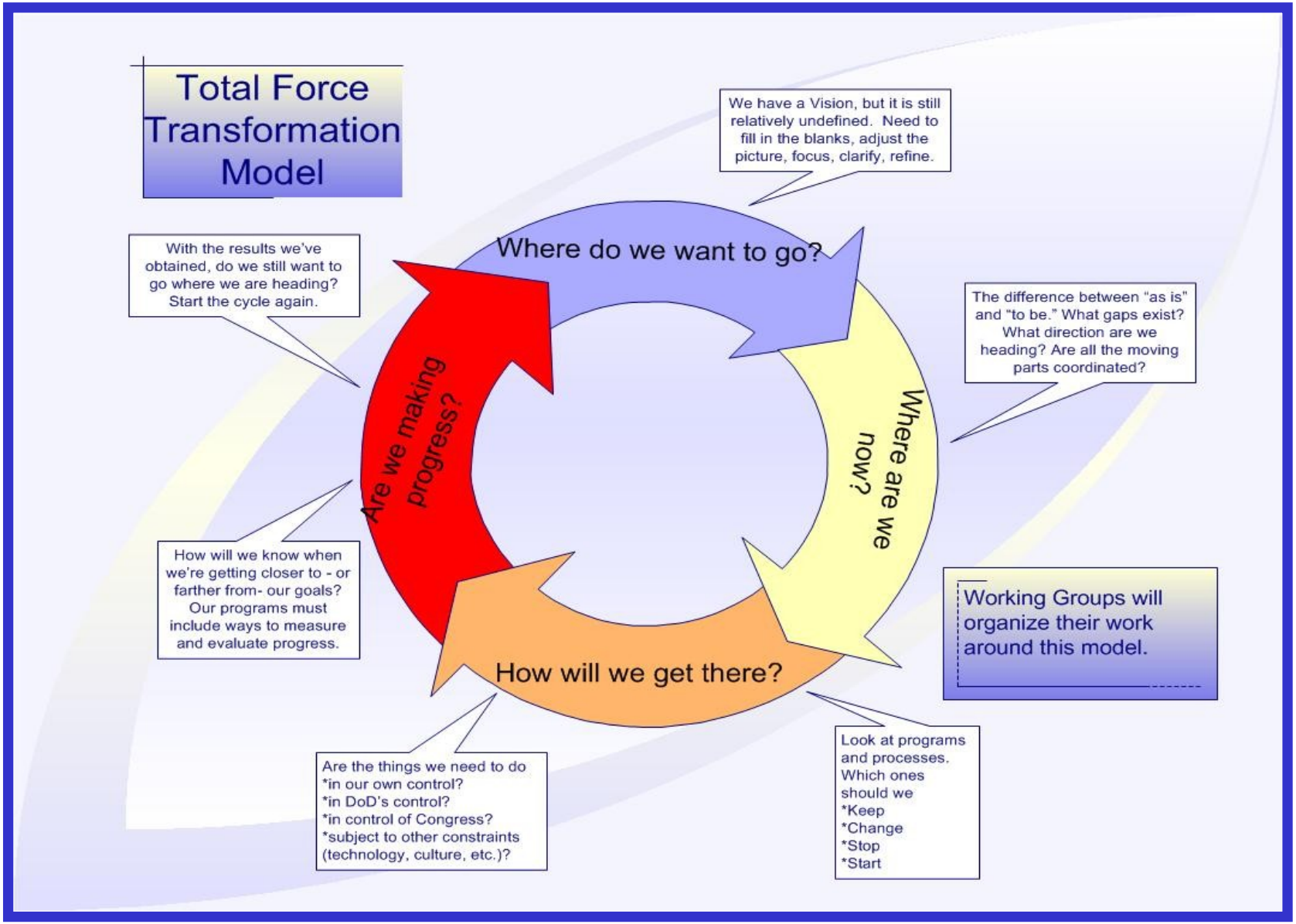
- *Support by CHR / RA / MPP / MAA / AGC as required*
- *Participation by FMOC member organizations, DPR, and others as needed*

TFX Policy Development Process



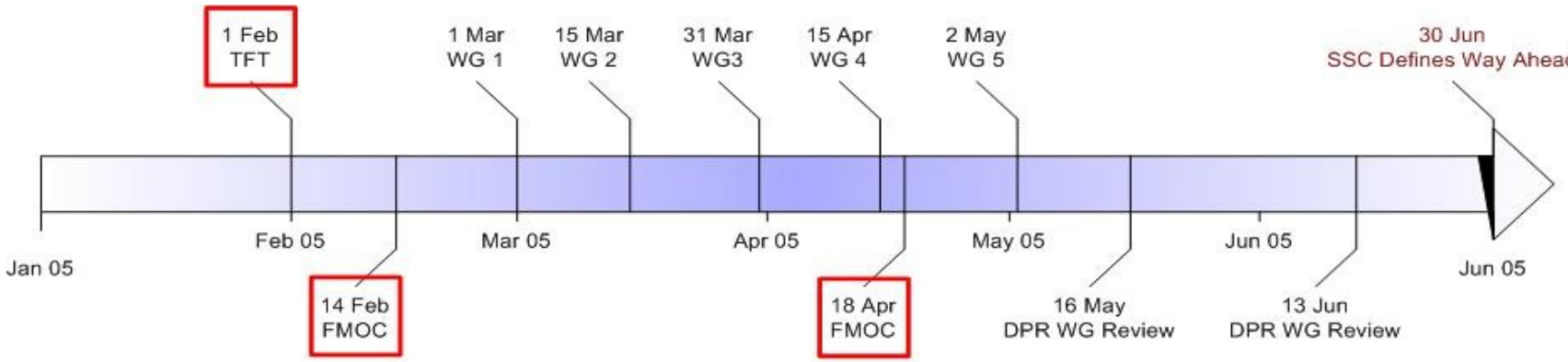
Strategic Management Approach

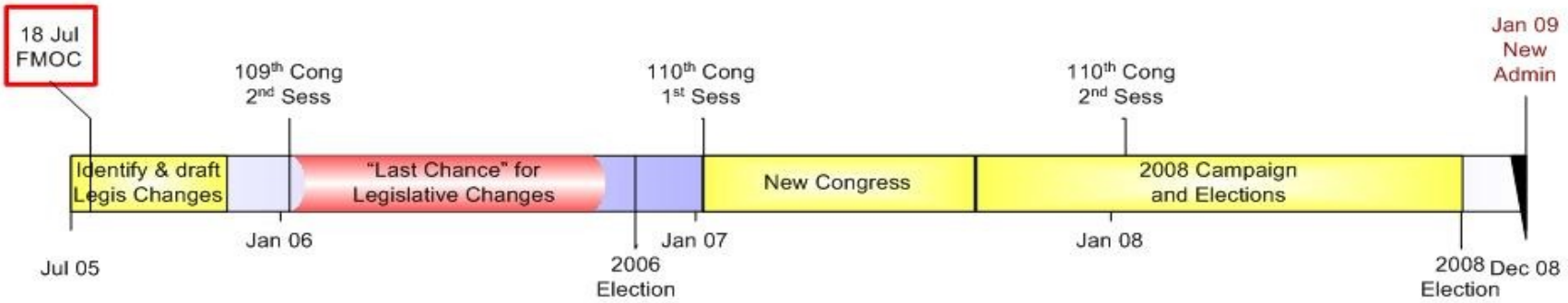
Total Force Transformation


Total Force Transformation Model
We have a Vision, but it is still relatively undefined. Need to fill in the blanks, adjust the picture, focus, clarify, refine.
Where do we want to go?
The difference between "as is" and "to be." What gaps exist? What direction are we heading? Are all the moving parts coordinated?
Where are we now?
Working Groups will organize their work around this model.
How will we get there?
Look at programs and processes. Which ones should we
*Keep
*Change
*Stop
*Start
Are the things we need to do
*in our own control?
*in DoD's control?
*in control of Congress?
*subject to other constraints (technology, culture, etc.)?
How will we know when we're getting closer to - or farther from- our goals? Our programs must include ways to measure and evaluate progress.
Are we making progress?
With the results we've obtained, do we still want to go where we are heading? Start the cycle again.

Long Range Planning

Total Force Transformation





Long Range Planning Calendar

2005-2008

Standing Coordination/Execution Groups

- Strategic Steering Committee (SSC) (ASN/CNP/DCMRA/TFT)
- Deputies Planning Roundtable (DPR) (FMOC Deputies/B-Codes/DASNs)
- Strategic Communications Team
- Congressional / External Relations Team
- Technology / H.S.I. Teams
- Culture Assessment Group (?)

Tentative Working Groups (WGs)

1 HR IT
2 Strategic Planning (DPR)
3 Compensation & Benefits
4 Manpower Requirements (including Accessions)
5 Career Development & Education